

TO: CALDWELL SCHOOL DISTRICT BOARD OF TRUSTEES
FROM: JODIE MILLS
SUBJECT: DIFFERENTIATED PAY PROPOSAL 2013-2014 SCHOOL YEAR
DATE: AUGUST 8, 2013
CC: SUPERINTENDENT TIM ROSANDICK, GLORIA BETTENCOURT

Differentiated Pay Proposal:

Senate Bill No. 1199, Section 5, 33-1004J addresses the requirements to receive and distribute monies associated with differentiated pay. Moneys for the differential pay program must be distributed to school districts requesting grant funds for local excellence in achievement awards. Funds received can be paid to certificated or non-certificated employees, subject to local excellence in achievement plans. Criteria to receive the grant funds include:

1. All plans must be approved by the local board of trustees, including evidence that the plan was developed with input from the principal, teachers and certificated employees at each school
2. Plans are not be subject to collective bargaining.
3. The plan may allow expenditure of up to forty percent (40%) of the funds for professional development, leadership and resources necessary to implement Idaho Core mathematical and English language arts standards.
4. The plan must delineate how the moneys will be used for excellence in achievement awards, including establishment of goals and identifying objective measures of growth in student achievement to be used.
5. Awards must be directed at the schoolwide level, the individual level or any other grouping below the schoolwide level.

A district committee was developed and met on several occasions this summer to outline a proposal for distributing differentiated pay. The committee included Joe Grover, Debbie Olsen, Stephanie Carpenter, Barb Jensen, Melissa Langan, Monica White, and Jodie Mills.

Highlights of the proposal are:

1. All staff members (certificated, non-certificated, instructional and non-instructional) are eligible for a share of the differentiated pay.
2. 40% of the allocated moneys will be divided into professional development and implementation of the Idaho Core Standards, leadership stipends at the school level, and additional stipends available at the school level. The breakdown consists of:

- a. Professional development (\$68,000): Idaho Core implementation, substitute reimbursement, training and printing materials.
 - b. Leadership Stipends (\$50,000): All buildings will be allocated \$5,000 with a maximum amount of \$500.00 per stipend. Building administration are not eligible for a leadership stipend.
 - c. Building Stipends (\$24,000): Each school will be allocated a specific amount to distribute at the latitude of the building principal. The district will establish a stipend pay scale that principals must follow when assigning stipend amounts.
 - d. District Stipends (\$26,000): The district will be allocated a specific amount to distribute at the latitude of the Director of Curriculum, Instruction and Assessment for the purpose of implementing the Idaho Core and development of district-wide assessments.
3. 60% of the allocated moneys will be directly related to excellence in achievement awards. Schools will develop plans based on their school improvement SMART goals. Participating instructional staff members will develop a department/grade level or individual goal in direct support of the SMART goal. Instructional staff can earn shares the following way:
 - a. Full Share = SMART goal met + Individual goal met
 - b. ½ Share = SMART goal met and Individual goal not met
 - c. ½ Share = SMART goal not met and Individual goal met

Non-instructional staff members are eligible for a set amount ONLY if the school meets the SMART goal.

Building administration will monitor individual building goals, and district personnel will monitor SMART goals. Awards will be made at the conclusion of the 2013-2014 school year and included in the June payroll.

I have attached a working spreadsheet containing the breakdown and distribution of moneys associated with differentiated pay for the 2013-2014 school year. These moneys and proposed differentiated plan will directly affect only the 2013-2014 school year. Future district commitment to differentiated pay will solely be based on continued support and funding provided through Senate bill 1199. Stipend amounts and excellence awards are not part of the annual-based contract, and will be awarded through a supplemental agreement.